

This schedule applies to positions concerned with map printing, laboratory photographic work, and related printing activities. It is followed by Government agencies in the Washington area which participate in surveys or adopt the results.

Positions are graded within 34 levels of difficulty according to a point evaluation system.

Wage surveys are usually made annually of positions in lithographic plants in private industry and the rates are adjusted to correspond to the industry rates.

The grading system for positions is as follows:

<u>Levels</u>	<u>Point Range</u>	<u>Levels</u>	<u>Point Range</u>	<u>Factors</u>
1	0-464	18	945-974	I. Experience and Training
2	465-494	19	975-1,004	
3	495-524	20	1,005-1,034	
4	525-554	21	1,035-1,064	II. Responsibility
5	555-584	22	1,065-1,094	
6	585-614	23	1,095-1,124	
7	615-644	24	1,125-1,154	III. Mental Application
8	645-674	25	1,155-1,184	
9	675-704	26	1,185-1,214	
10	705-734	27	1,215-1,244	IV. Physical Demand
11	735-764	28	1,245-1,274	
12	765-794	29	1,275-1,304	
13	795-824	30	1,305-1,334	V. Working Conditions
14	825-854	31	1,335-1,364	
15	855-884	32	1,365-1,394	
16	885-914	33	1,395-1,424	
17	915-944	34	1,425-1,454	

This schedule applies to positions concerned with printing trades, crafts and related occupations (other than those primarily concerned with Offset Printing, which are covered under other schedules such as the Lithographic Schedule).

Positions under this schedule are established by title, without a grade. Rates for nonsupervisors are determined and adjusted annually by collaboration between the Public Printer and labor union representatives of each trade or craft with more than ten workers. This negotiation is authorized under the Kless Act (USC Title 44 Sect. 40). The Public Printer makes use of reports of the Bureau of Labor Statistics on rates paid in 25 cities for each of the trades, in establishing a basis for determining GPO rates. The Public Printer reports the results of negotiations to the Joint Congressional Committee on Printing, which approves or disapproves the rates or takes such other action as it deems necessary. Rates are established on an hourly basis.

Rates for foremen are established on an annual basis and changes are based on a weighted average of the increases granted to all trades and craft workers during the year.

Keyworker or leader positions are established at a fixed rate above the journeyman level, based on negotiation.

In the Agency positions comparable to the Government Printing Office positions are given comparable rates, and the rate schedule is adjusted in conformance with the Government Printing Office Wage Schedule.

### Wage Board Leader Schedule

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Positions are established at the same level as that of work performed and led with the prefix "L". This is the first supervisory level, with responsibility for immediate direction of the work of two or more workers.

### Wage Board Supervisory Schedule

<u>Levels</u>	<u>Credits</u>	<u>Factor Credit</u>
S-1	8 or less	I. Base Level
S-2	9	Work Supervised 3-16
S-3	10	
S-4	11	II. Supervisory
S-5	12	Responsibility:
S-6	13	
S-7	14	General Foreman 4
S-8	15	Foreman 3
S-9	16	Lead Foreman 2
S-10	17	
S-11	18	III. Volume of Operations
S-12	19	Measured by Total
S-13	20	Staff
S-14	21	
S-15	22	2-12 1
S-16	23	9-30 2
S-17	24	18-55 3
	25	40-125 4
		80-250 5
		175-500 6
		350-1000 7
		750-2250 8
		1600-5000 9

### Additional Schedules

Where there are a number of workers in Laundry, Radio, Food Service, Lithographic or Printing occupations and there are local rates that will not match those found in the above "Regular" Wage Board determinations separate rate schedules are issued for workers in these occupations. The Agency has established a Radio Maintenance Schedule (RM) to pay rates comparable to those followed in the National Security Agency.

**This schedule applies primarily to positions concerned with security printing and engraving trades and crafts. In the Agency it applies to positions in Technical Services Division.**

**This system has no grades for positions. Positions are established by title. Rates used in the Agency are based on rates approved by the Treasury Department for the Bureau of Engraving and Printing. The Bureau of Engraving and Printing makes regular (usually annual) surveys of rates paid by private companies engaged primarily in bank-note engraving and Graphic Arts rates are adjusted to correspond to the industry rates.**

**ARMY-AIR FORCE WAGE BOARD SYSTEM**

The Army-Air Force Wage Board System was established by the Departments of Army and Air Force to provide an equitable system for the pay administration of employees in recognized trades or crafts, or other skilled mechanical crafts, or in unskilled, semiskilled, or skilled manual-labor occupations, and other employees including foremen and supervisors in positions having trade, craft, or laboring experience and knowledge as the paramount requirement. Authority for the system was granted by Section 202 (7) of the Classification Act of 1949 which provided that "the compensation of such employees shall be fixed and adjusted from time to time as nearly as is consistent with the public interest in accordance with prevailing rates".

The Army-Air Force Wage Board System utilizes a point evaluation system for determining grade levels of positions. Wage surveys of positions in industry in the locality where Army-Air Force jobs are located are used to establish the pay rates appropriate for the particular grades. These surveys are normally conducted annually. Factors and levels for positions are as follows:

**Wage Board Nonsupervisory Schedule**

<u>Levels</u>	<u>Point Range</u>	<u>Factors</u>
W-1	0-464	I. Experience and Training
W-2	465-494	II. Responsibility
W-3	495-524	III. Mental Application
W-4	525-554	IV. Physical Demand
W-5	555-584	V. Working Conditions
W-6	585-644	
W-7	645-704	
W-8	705-764	
W-9	765-824	
W-10	825-884	
W-11	885-944	
W-12	945-1004	
W-13	1005-1064	
W-14	1065-1154	
W-15	1155-1274	